



2023-2025 Board of Ethics and Credentialing Trustees Meeting

Friday, May 3, 2024 12:00pm – 1:00pm ET

Zoom Meeting

Staff Liaison: Lelia Vetter || lvetter@nahro.org

<https://www.nahro.org/about/nahro-leadership/other-leadership-groups/board-of-ethics-credentialing-trustees/>

Meeting Minutes

Chair/Presiding: Clif Martin

In attendance: Alanda Richardson, Alison King, Amy Miranda/Case, Bob Peterson, Carol Branham, Clif Martin, Dawn Bonsu, Ed Mayer, Eric Lane, Helen Verhasselt, James (Jim) Evans, Jason Spencer, Jhaila Brown, Jill McGranahan, Kathryn Walter, Shari Riddick, Sunny Shaw, Wayne Pollard

Not in attendance: Bobby Collins, Charles Chambers, Charles Parks, Latonia Simmons, Paul Chaiken, Ralph Chamberlain, Sharon Carlson

Additional Guests and attendees: Lelia Vetter, Jackie Taboada, Julz Harvey, Georgi Banna

1. Welcome
2. Special Guest Comments
 - a. Georgi shared excitement for measurable outcomes.
 - b. Jackie thanked everyone for joining the meeting.
3. Review and Approval of 04-07-24 Meeting Minutes
 - a. Jason motioned.
 - b. Shari seconded.
 - c. Motion approved, all in favor
4. Summer Symposium
 - a. Lelia reminded everyone the meeting is on July 10 and registration is open for the conference.
5. Ethics on Demand
 - a. Clif discussed the development of Ethics on Demand.
 - b. Lelia called for volunteers via email, feedback due May 24
 - i. Ed Mayer volunteered
 - c. Clif noted anyone who completes the review of the training will receive credit, Lelia confirmed.
6. Certification policy for BECT approval
 - a. CS-HOTMA
 - i. Clif discusses the history of the certification, and how HOTMA training will not be continued at its current volume in the future. He mentioned that it may be

time to sunset the certification. As a faculty member, he notes that the HOTMA information has been added to our other trainings (HCV, PH, leadership, etc.). He said when HOTMA is incorporated into other trainings in the future, people will not want to take HOTMA stand-alone courses

- ii. Lelia noted the idea would be to sunset the certification at the end of the year
- iii. Ed asked if there is more HOTMA (from HUD) or if HOTMA is done
- iv. Lelia said that because HOTMA is still in development, it isn't great to have a certification for a changing program
- v. Georgi said the current certification focuses more on rent calc and admin, new pieces of HOTMA we are anticipating focus on other areas. The cert focuses on the part that needs to be implemented by end of 2024
- vi. Eric mentioned that including HOTMA in other trainings can help drive people to other certifications that we are looking to promote
- vii. Clif noted that this level of coursework will not apply to any additional HOTMA information that is released, especially resident focused pieces. We have hit the broad part
- viii. Dawn asked from a budget perspective – will HOTMA training not exist?
 1. Lelia said there will still be HOTMA trainings, we are just discussing the certification
 2. Jackie elaborated that feedback from our HOTMA trainings show that people are taking the course more than once because it is so much information. She says it won't go away within the next 6 months, possibly into next year as well.
- ix. Clif agreed that it will be heavily used throughout the year, but once we hit the implementation deadline of 2025 it won't be
- x. Sunny said even after implementation, small agencies especially are still going to want the training because they are going to realize their implementations are not perfect and they have things to change/update. She said popularity of courses will likely remain through first 6 months of 2025
- xi. Clif entertained a motion to sunset the certification at the end of 2024 (but NAHRO PD staff continue offering the course)
 1. Shari moved
 2. Alison seconded
 3. Motion passed unanimously

7. Measurable Outcomes Discussion

- a. Clif provided a high-level review of the measurable outcome discussion from the last meeting
- b. Lelia provided additional information. They discuss the integrity goal, and how many different aspects can fall under that goal
- c. Clif said with the integrity goal, part of the process should be reviewing and determining who has the authority to approve/determine what is required of certifications. This will be involved with the PD committee. Notes the PD Committee is more "business," BECT is more "ethics." He notes we have four groups with hands in this: faculty, NAHRO staff, BECT, and PD Committee. Is it clear to anyone who is responsible?

- d. Jim asked if we could take a step back and define integrity in this case – do we mean honesty and ethics, or something else?
 - e. Clif agreed, says he is also thinking of aspects of viability and marketability
 - f. Ed said BECT is “the smell test”
 - g. Bob commented “We know it when we see it”
 - h. Sunny said there needs to be integrity in the process – members see clear lines between each group, and what each group does. If we are blurring lines neither group has integrity
 - i. Clif agreed, asks if there is any additional feedback
 - j. Georgi said for context – SPAC will also be working through what are rolls of each committee
 - k. Lelia asked can we clarify the outcomes as they need to be sent to SPAC soon
 - l. Clif discussed further the definition of integrity – what do we do if someone who is certified commits an ethical issue? How does integrity relate to membership, etc.?
 - m. Ed said when he joined BECT he thought it would be a lot of ethical issues – there hasn’t been a case since he joined. Seems the members “keep clean”
 - n. Clif said there are probably cases that should have come to BECT but did not, for various reasons. Including that members do not even know the process - do we have a clear process
 - o. Carol asked about the process that was approved a few years ago
 - p. Clif said that is part of the issue – he isn’t sure where it is. This is part of why the task force is re-evaluating
8. Task Forces – Clif reviewed the tasks and noted the importance of the task forces. We need more clarity on many things, and this will help bring that. He also noted there have been issues in the past where it was not clear if certain issues in leadership should come to the BECT – need discussions with other committees, including possibly PD Committee, DEI, and Nominations and Elections committee. Is it BECT’s job to get involved when there are issues amongst leadership? Things need to be ironed out for clarity moving forward
- a. BECT Annual Work Plan *Carol – leader*
 - i. Carol said she will be sending an email shortly to her group as she is eager to get started
 - b. The Credentialing Message (Certification, Designation, Accreditation, Credentials) *Dawn - leader*
 - c. Revising the By-Laws, Policies, and Procedures *Jhaila - leader*
9. Next meetings and Closing
- a. Next meeting in Chicago on July 10
 - b. Clif entertains motion to adjourn
 - i. Alanda motioned.
 - ii. Ed seconded.